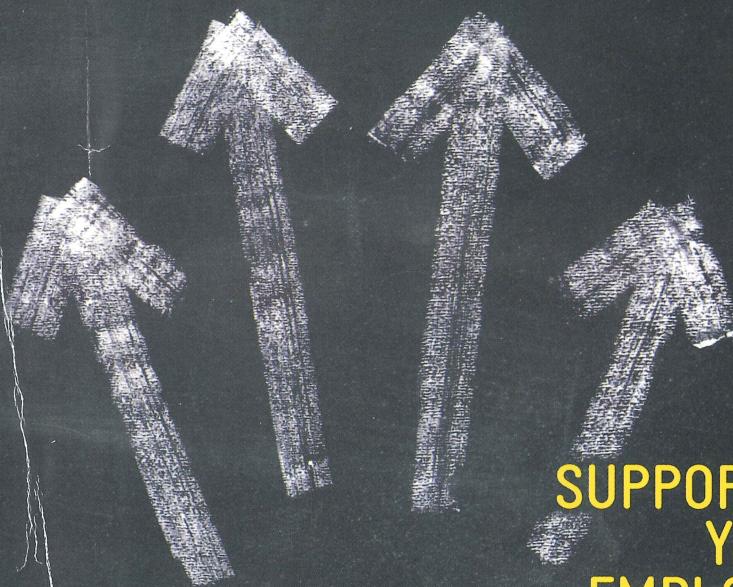


RAISING THE PARTICIPATION AGE

INFORMATION FOR
EMPLOYERS



SUPPORTING
YOUNG
EMPLOYEES



RPA

What is RPA?

The Government has increased the age at which young people are required to remain in Education or Training.

This comes into effect from Summer 2013. For those students leaving school June 2013 they will continue in Education/Training until the end of the academic year in which they turn 17 years old. For students who leave Year 11 from 2014 and onwards they will stay in Education or Training until they are 18 years old.

How will this affect me as an Employer?

If you employ young people who follow an accredited Apprenticeship programme, these changes will not affect you, as the young person is considered to be in Education/Training.

However, if you employ 16 or 17 year olds NOT on an apprenticeship programme, your young employees will be required to continue in some form of training alongside their work. However, there are no new duties for you to undertake.

What are the Options available?

- 1 Apprenticeships
- 2 College
- 3 6th Form
- 4 Employment or Volunteering with training

How can I, as an Employer, support my young employees to meet the new duty?

If you employ a 16 or 17 year old for 20 hours or more per week for more than eight continuous weeks, outside of an apprenticeship, then you should be aware that they will have to undertake some accredited training alongside their work.

They will need to complete a minimum of 280 hours over the year but this can be taken flexibly, in the evening at weekends or through distance learning.

If the Young Person requires more information and they live in Blackburn with Darwen they can contact their local Careers Office (Connexions BwD - delivered by The Via Partnership) 01254 267780 where a Careers Guidance Adviser will help them.

SUPPORTING YOUNG EMPLOYEES

2

COLLEGE

3

6TH FORM

1

APPRENTICESHIPS

4

EMPLOYMENT OR VOLUNTEERING with training



Who will pay for this Training?

Accredited training for 16 - 18 year olds will be fully funded by the Government and this includes training specific to your business needs as well as broader skills such as English and Maths.

For details of Apprenticeship Providers in the area please visit the National Apprenticeship Service website.

→ www.apprenticeships.org.uk
also incorporates NAS - National Apprenticeship Service information.

Useful Websites

- www.education.gov.uk - information on RPA.
- www.direct.gov.uk/EducationAndLearning information on options after 16
- <https://nationalcareersservice.direct.gov.uk>
- www2.cxdirect.com/home.htm



BLACKBURN
with
DARWEN
Borough Council

RPA

RAISING THE
PARTICIPATION
AGE